

## HB 717 -- Teacher Incentives

Sponsor: Tilley

This bill establishes several incentive programs for attracting and retaining teachers. In its main provisions, the bill:

- (1) Redirects \$40 million annually of the additional gaming moneys generated by the passage of Proposition A in 2008 to support an increase of the minimum starting teacher salary to \$27,000 and the creation of other teacher stipends. The remaining additional funds will go toward the state school foundation formula;
- (2) Establishes a voluntary pay-for-performance plan consisting of a teacher-controlled element with a portfolio and personal attendance rate and three building-wide elements that include improved performance on the statewide assessments, graduation or attendance rates, and accreditation performance indicators. The stipends under this provision are based on percentages of the teacher's base salary;
- (3) Establishes the following teacher incentives: a \$2,500 one-time, five-year retention stipend for teachers who are paid \$50,000 or less annually in districts with full accreditation and low local wealth as specified in the bill; a \$5,000 recruitment stipend for math and science teachers and a \$2,500 recruitment stipend for other teachers in districts that have less than full accreditation or low local wealth; and a \$2,500 stipend for teachers in districts that regain full accreditation. The bill contains provisions that require a good faith effort on the part of recruiting school districts, specify the stipend's relationship to retirement pay, prohibit multiple recruitment stipends, and prorate payback of a stipend if a teacher leaves the district within three years;
- (4) Revises the duties and powers of the superintendent of schools in the St. Louis Public School District regarding personnel matters; and
- (5) Allows salary schedules to include other factors besides length of service and degree attainment if the other factors are equitably applied and clarifies that decisions regarding reductions in the work force need not be based primarily on seniority.

The provisions establishing teacher incentive amounts will expire six years from the effective date.

The bill contains an emergency clause for the provisions

regarding the minimum salary and the redirection of additional gaming moneys.